

OFFICIAL

LINCOLN SCHOOL COMMITTEE

LINCOLN, RI 02865

DATE: August 3, 2006

TIME: 7:00pm – Special Meeting - Open

PLACE: Administration Building

1624 Lonsdale Avenue, Lincoln, RI

SCHOOL COMMITTEE MEMBERS: Jeffrey Weiss, Chair; Mary Ann Roll, Vice Chair; John Zangari, Clerk; Betty Robson, Gerard St. Germain and Julie Zito. John LaFleur was absent.

OTHERS IN ATTENDANCE: John Tindall-Gibson, Superintendent, Lori Miller, and Ben Scungio, Esq.

Motion by St. Germain to open meeting. Seconded by Zangari. All in favor. Motion carried.

Motion by St. Germain to seal Executive Session minutes. Seconded by Zangari. All in favor. Motion carried.

Right to be Heard - None

Approval of Minutes

Motion by St. Germain to approve June 26, 2006 Executive Session Meeting minutes, July 10, 2006 Executive Session Minutes, July 24, 2006 Executive Session Minutes and July 24, 2006 Special Meeting minutes. Seconded by Robson. All in favor.

Superintendent's Report

Discussion of Revised Administrators' Contract

Weiss asked for the Committees thoughts on the proposed language. He has no problem with the initial contract. Scungio referred the Committee to page 2 of the original contract. There was a change in 05 in language. Originally the salary was developed by looking at a chart. Apparently, that was abandoned with a straight percent increase. You originally went with the chart to make sure there was sufficient separation between the MA, 30 credits on the 10th step and a Principal that you hired. Scungio asked which meets the needs of the district. You can change it back after each contract expires. Weiss prefers the straight salary. Robson discussed the use of the chart. Scungio said it was used to make sure there was sufficient separation between the teachers and the administrators because the administrators were poorly paid relative to the teachers that nobody in the district wanted to be an administrator. Robson asked if we leave it the way we have it now, could we fall back into that creeping back in. Scungio said potentially yes but you have to look at the percent increase and the result in relation to what happens to the

tenth step with a teacher with 30 years. If you neglect to do that, you can start to close that gap again. Weiss said if the percentage in the administrator's contract matches the percentage that is granted to the teacher contract, the amount will track each other. Scungio said historically it wasn't but they keep an eye on the ball and that becomes a policy of yours, you can do that going forward but you have to pay attention to it. Roll said we do not have a policy that lives beyond a given Committee. Tindall-Gibson said the value of the salary grid is for placement of a new administrator when they come in. It establishes a salary level for the different positions and as long as the salary grid escalates a percentage each year, it should be ok. Weiss said the scale is tied to MA+30 so we wouldn't have to negotiate the salary but Scungio said they could negotiate the ratio if you have someone young and don't want to start them at a particular rate. Robson asked if a percentage be tied into the teacher contract but also some distinction from the onset? Weiss said you could do that and also say that the

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percentage matches the current percent in the teachers' contract. Scungio wants to make sure the Committee doesn't get blinded again. He doesn't want to see the Committee come up with a bunch of money because they lagged behind. Tindall-Gibson said the decision on Section 2. Salary is to go with the old language.

Scungio clarified the Longevity piece. Longevity is added afterwards. There was no sentence that said that.

Under Section 5, this was bumping language. Scungio removed this from contract.

The old and new contract language was realigned because it referred to sections of the LTA. Also, it was written in original language, Scungio just separated the ideas for easier clarification.

Scungio referred the Committee to #4 under Fringe Benefits. This referred to one administrator. There is one administrator who had been in the district for a long time and benefit would have been retro for them. He/she would have lost the benefit. He just wanted to bring this to their attention.

Scungio gave the Committee some other things he had worked on in the past.

St. Germain wanted to discuss days off, regular vacation days. Administrators work 260 days. He disagrees that new administrators get 25 days from the first date of hire. This should be scaled somehow. Scungio said it says in the contract their vacation is prorated for the first year. St. Germain said it should be after completion of the first year you get two weeks off. The completion of the second year you are up to two and a half to three weeks off, and

after three or five years you can get the 25 days. Weiss suggested the Committee start with an approval process in reference to vacations. Scungio will put into contract language regarding preapproved vacation time. Zangari discussed holidays. He didn't think it should be noted as the 24th 25th and 31st. It was agreed to state the number, and, in parenthesis, the name of holiday.

Weiss asked if they should reduce the number of administrator vacation days. Scungio said the contracts are for people the Committee has employed here. New principals shouldn't get 25 days. Weiss said administrators are typically teachers who have already earned the time in a previous position. They shouldn't be penalized. Robson said we did a lot of hard work making Lincoln competitive with other systems so we could attract administrators. We do not want to make contract revisions without doing a study of what other communities are doing. Roll said it is difficult to attract administrators. Weiss thinks St. Germain's request to put the language that makes all vacations subject to approval by the Superintendent addresses his biggest concern. St. Germain withdrew his statements.

For the Committees' consideration, Scungio said they should have a statement that requires a certain kind of certification. Refer to Item #2 on draft contract.

Scungio discussed the Affidavit. He believes this language would be

very helpful.

The Committee would like to add “Professional Certification and Item #3, “Affidavit”.

Scungio discussed Duties of Administrators. He thinks the current language in the contract is adequate. His language expands the Committee’s discretion over them. Unless you have a particular need for it, you might not want to do it.

Under Inability to Perform, Scungio didn’t see a clear a basis of what happens if a person is disabled. His clause says that if there is a disability that exists or an inability that exists for six months, and if the

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Committee finds that that inability is permanent or irreparable, then the contract could be terminated. It would be up to the individual to get a disability retirement. Committee decided to add to contract.

Scungio asked the Committee if they were interested in Professional Growth. He knows they have professional development already. This will be approved by the Superintendent.

The Time to Be Worked part should be discussed in Executive

Session and Scungio would be happy to send an e-mail to the Committee about this.

Under Contract Termination, Scungio said this would have to be tailored to Lincoln. The language we have now about the Administrators and their evaluation process is nice language. There is no language in it that speaks about how we terminate a contract otherwise. It might be good to put some in this contract in case we have an issue for a non-renewal. Weiss said the current contract has a six-month clause. He would like the scope of other things included so it just wouldn't be based on the evaluation. Weiss asked Scungio to add this to the contract. Zangari asked how this would work for someone who was arrested for something or someone awaiting trial? This language would cover that but you would have to make a policy decision whether or not you want to have a hearing while someone is undergoing a criminal investigation. Weiss asked that Scungio propose some language.

Weiss said the Committee is okay with all the other provisions except for the one provision that will be circulated.

School Construction Update

Tindall-Gibson said Charlie Roberts and Angelo Mencucci will be at the August 15th meeting. He gave a brief update of the project status report from Charlie Roberts. The last date for any of this work is August 22nd. All of the renovation work in all of the schools should

be done well before school starts. The next major event is the Certificate of Occupancy which they are looking to get about the middle of August. Weiss said the Technology bids came in and there was only one bid. He was concerned and felt the amount could be lower so they have gone out for a second bid. The computers might be one to two weeks late. We will have copy machines. \$100K is a lot of money to walk away from. McComiskey is concerned about the main office and guidance office. Weiss said some existing equipment can be put over their in the meantime.

St. Germain said he was concerned about the high school and discussed the three main corridors. He said two are boarded off. Tindall-Gibson said they are not closing any walls. This is just for an abatement.

Tindall-Gibson discussed the Athletic Field Turf at the MS. The MS fields will have turf and they will be lighted and sprinklered. The numbers have been rung out on the Capital Improvements for this year. He is anticipating a surplus of about \$21K due largely to the good work of Mencucci. Mencucci said it would be possible to get the contractor who is putting down the turf on the new MS fields to put down turf on Fergerson Field and cover the complete surface of the playing field within the boundary lines for \$12K. The \$12K would come from \$7K which Mencucci is carrying in his grounds budget which he normally spends repairing fields during the summer time and another \$5K in donations which we have received from soccer in

town, football, and athletic organizations. In addition, it would be very advantageous to sprinkler that field at the same time. Mencucci will meet with the sprinkling contractor at the MS on Monday and ask him for a price. He believes that price would be comparable to that of the turf and that would be paid for out of the surplus in the Capital money that we are anticipating. Mencucci would get the price from the contractor on the irrigation on Monday. The window is very small. We have to let both the irrigation and the turf contract know Tuesday. They would complete the work at the MS and then go over to Fergerson Field. The whole thing would be done

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within a week. We would have a three-week window where we could keep people off the field and regular play would resume as the school season starts up. Tindall-Gibson said no motion was required because we don't have a firm bid and we need to get a full proposal. If we could, we would like to execute this and approve it after the work is done. Robson made a motion to not extend over the available balance. Seconded by St. Germain. All in favor. Motion carried.

Approval of Revised 2006 – 2007 School Calendar

Motion by St. Germain to approve. Seconded by Zangari. All in favor. Motion carried.

Approval of Memorandum of Agreement

Tindall-Gibson explained there was a Memorandum of Agreement generated. There was a small mistake during a job fair where a person's seniority was overlooked. Both the Union and the administration recommend it. Motion by St. Germain to approve. Seconded by Zangari. All in favor. Motion carried.

Personnel

Resignations

**a. Andrew Aldrich From: 1.0 Technology Ed teacher – HS
69 Nursery Avenue Effective: July 27, 2006
Woonsocket, RI 02895**

**b. Brenda Wooten From: Teacher Assistant
34 Walker Avenue Effective: August 11, 2006
Lincoln, RI 02865**

**Motion by St. Germain to approve. Seconded by Zito. All in favor.
Motion carried.**

Teacher Appointments

**a. Ronny Almeida To: 1.0 Social Studies – HS
32 Terry Street Effective: August 31, 2006
North Providence, RI 02904 Salary: \$42,266 (BA Step 3)**

b. Thea DeConti To: 1.0 English – HS

380 Sunset Avenue Effective: August 31, 2006

North Providence, RI 02904 Salary: \$37,223 (BA Step 1)

c. Alicia DiMezza To: .4 English – HS

992 Main Street Effective: August 31, 2006

Warwick, RI 02886 Salary: \$14, 889.20 (BA Step 1)

d. Ashley Ellsworth To: 1.0 English – HS

15 Brookside Drive Effective: August 31, 2006

E. Greenwich, RI 02818 Salary: \$37,223 (BA Step 1)

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e. Lisa Ethier To: 1.0 French – MS

P.O. Box 317 Effective: August 31, 2006

Albion, RI 02802 Salary: \$45,544 (MA Step 3)

f. Regina Ferreira To: 1.0 Math – HS

28 John Street Effective: August 31, 2006

Cumberland, RI 02864 Salary: \$37,223 (BA Step1)

g. Joshua LaPlante To: 1.0 Science – HS
276 High Street Effective: August 31, 2006
Wakefield, RI 02879 Salary: \$37,223 (BA Step 1)

h. Michele McRoberts To: .6 Art – HS
6 Emery Road Effective: August 31, 2006
Warren, RI 02886 Salary: \$41,983.80 (MA Step 10)

i. Kim Maratto To: Title 1 Reading Specialist – Northern
96 Brookfield Road Effective: August 31, 2006
Riverside, RI 02915 Salary: \$52,756 (BA Step 7)

j. Britany Winsor To: 1.0 Science – HS
19 Mollus Drive Effective: August 31, 2006
Narragansett, RI 02882 Salary: \$40,501 (MA Step 1)

Motion by St. Germain to approve. Seconded by Robson. All in favor.
Motion carried.

Coaching Appointments

a. Kristin Anderson To: Assistant Girl's Volleyball Coach – HS
45 Division Street Effective: 2006 – 2007 school year
Woonsocket, RI 02895 Salary: \$2,155

b. Jon Bruckner To: Assistant Football Coach – HS

7 Avenue D Effective: 2006 – 2007 school year

Lincoln, RI 02865 Salary: \$2,912

c. Russell Metivier To: Field Hockey Goalie Coach – HS

1 Louise Ann Drive Effective: 2006 – 2007 school year

Smithfield, RI 02917 Salary: \$2,912

d. Stephen Rodrigues To: Assistant Football Coach – HS

412 New River Road Effective: 2006 – 2007 school year (pending cert.)

Lincoln, RI 02865 Salary: \$2,912

**Motion by St. Germain to approve. Seconded by Roll. All in favor.
Motion carried.**

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Long-Term Substitute Appointment

a. Mathew Daigneault To: LTS 1.0 Math – HS

13 Wagon Wheel Lane Effective: August 31, 2006 to June 20, 2007

Lincoln, RI 02865 Salary: \$37,223 (BA Step 1)

b. Alicia DiMezza To: LTS .6 English – HS

992 Main Street Effective: August 31, 2006 to June 20, 2007

Warwick, RI 02886 Salary: \$22,333.80 (BA Step 1)

c. Kristin Plant To: LTS 1.0 English – MS

76 Boulder Drive Effective: August 31, 2006 to December 19, 2006

Barrington, NH 03825 Salary: \$14,562.69 (BA Step 1)

d. Tanya Signore To: LTS 1.0 Math – MS

57 Apple House Drive Effective: August 31, 2006 to June 20, 2007

Cranston, RI 02921 Salary: \$42,266 (BA Step 3)

e. Norbil Sorial To: LTS 1.0 Math – HS

18 Ernest Avenue Effective: October 4, 2006 to January 26, 2007

Warwick, RI 02889 Salary: \$16,732.34 (BA Step 3)

f. Nicole Travers To: LTS 1.0 Self-Contained teacher – MS

64 Martha Street Effective: August 31, 2006 to June 20, 2007

Pawtucket, RI 02860 Salary: \$42,266 (BA Step 3)

**Motion by St. Germain to approve. Seconded by Roll. All in favor.
Motion carried.**

Information Only

a. Judi Cote To: Health Room Assistant – MS

**178 Old River Road From: Health Room Assistant – HS
Lincoln, RI 02865 Effective: August 31, 2006**

**b. Cathleen Czajkowski To: Secretary I – Guidance – MS
6 Lennon Road From: Secretary 1 – Guidance – HS
Lincoln, RI 02865 Effective: August 31, 2006**

**c. Sally Mellor To: Secretary II – Middle School Library
2 Avenue A From: Secretary I – Guidance Secretary – HS
Lincoln, RI 02865 Effective: August 31, 2006**

Bids

Science Supplies

Miller read the bid award for Secondary Science Supplies and Equipment. Bid specs were given to three vendors and three vendors submitted their bid. All three vendors are the lowest and responsible vendors and they are Carolina Biological Supply in the amount of \$1,478.54; Fisher Scientific in the amount of \$5,978.68; and Flinn Scientific Inc in the amount of \$2,449.57. Weiss asked why all three vendors were awarded the bid.

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Miller said because they all don't bid on the same items. Motion by St. Germain to approve. Seconded by Zito. All in favor. Motion carried.

Industrial Technology and Equipment

Miller read the bid award for Industrial Technology Supplies and Equipment. Bids specs were given to five vendors and bids were received from three vendors. All three vendors are the lowest and responsible vendors

and they are Downes & Reader Hardwood Co., Inc. in the amount of \$1,832; PITSCO, Inc. in the amount of 353.25; and Snap-On Industrial in the amount of \$3,537.08. Motion by St. Germain to approve. Seconded by Zangari. All in favor. Motion carried.

Expense Warrants

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Invoices Paid in Advance

Operating Budget \$ 0

Invoices for Payment

Operating Budget \$83,008.76

Accounts Payable \$24,172.45

Total 2006 – 2007 Invoices \$107,181.21

Grand Total Invoices \$107,181.21

Motion to approve by Zito. Seconded by Roll. All in favor. Motion carried.

Old Business

School Committee Governance and Operations – BD (2nd reading)

St. Germain cannot make 5:30pm meetings on Mondays. There will be a 5:30pm Study Session on Tuesday and 7:30pm regular meeting. Motion by St. Germain to approve. Seconded by Zangari. All in favor. Motion carried.

Consideration of Full-Day K Presentation

St. Germain said there are too many people on vacation for the subcommittee to meet. The subcommittee would like to wait until September to meet. Roll said Krabach handled the core of the value in the full-day K proposal. She is no longer with us. Roll sent to Weiss three sources of research that were forwarded to the School Committee. Weiss said the two areas of research that would be great to have a solid background on would be the statistics support supporting full-day K and the statistics relating to the value of Early Learning Centers vs. Community Schools. Roll said they did not look at that. They were looking at a full-day K proposal. Not the value of ELCs vs. something else. She believes that is a bigger conversation with the staff. St. Germain said to bring that forward would take years.

Zito wants to show that all-day K is the way to go. Zangari said space was not the reason we went to ELCs. St. Germain said the moment we go to neighborhood schools, we would have to close Fairlawn because the Fire Department says you cannot have children above a certain age and size in that building. That would mean we would have to build a brand new school. Weiss said that is not true because we have not had an architect come in and evaluate the building. Roll said

the subcommittee also recognized that once you take it out to the public, there might be another option. She thinks in late fall/early winter, after the Committee has had a chance to take a look at the reviewed proposal, including the rationale for the program, they will take it to the public and get some feedback. St. Germain reiterated to the Committee that they are not going out to the community to ask their permission; they are going out to get their input.

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Community Comments

McComiskey discussed the full-day K. She said the Committee must be careful with the Central parents as they are a very passionate group. The Committee is charged with making educationally sound decisions. Weiss said that's why he would like the research to show the kids are better served by doing it this way. It won't hold if they go out and say it's the right thing to do because it's cheaper.

Battistoni discussed data-driven decision making and wants to know if the Committee had given thought to school start time. Roll said the focus is on elementary school needs. There is no plan at the high school but it is not a closed issue. The bus contract is up for bid next year and this could be a good time to think about it. The proposal to change at the middle school came from the middle school. She thinks

it would be good if that time change discussion came from the high school.

Roll said she and Mencucci met with both vendors who currently provide before and after school childcare in town. That is the Y at McColl Field and Kids Club. Based on what they know and what they don't know what the real need might be until school opens, is to provide parents with information about what currently exists for before school care. Both of the vendors will track the demand. There is a financial efficiency that needs to be achieved for both vendors. They have agreed that both Robson and Zito think about the before and after school programming piece together because you will be speaking with the same people. Both Kids Club and the Y have agreed to do some publicity and provide them with some brochures for parents.

Motion to adjourn by St. Germain. Seconded by Robson. All in favor.
Motion carried.

JOHN ZANGARI, CLERK DATE